

STEAM PROGRAM DIRECTOR, COMMUNITY DEVELOPMENT

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Develops, organizes and implements high quality YMCA program(s).

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you. **The Gateway Region YMCA strictly follows a zero tolerance policy regarding child abuse.**

ESSENTIAL FUNCTIONS:

1. Directs and supervises program activities to meet the needs of the community and fulfill YMCA objectives.
2. Recruits, hires, trains, develops, schedules and directs staff and volunteers as needed. Reviews and evaluates staff performance. Develops strategies to motivate staff and achieve goals.
3. Establishes new program activities and expands program within the community in accordance with strategic and operating plans.
4. Assists in the marketing and distribution of program information, may organize and schedule program registrations. May review and process program scholarship applications.
5. Develops and maintains collaborative relationships with community organizations.
6. Develops and monitors program budget to meet fiscal objectives.
7. Coordinates use of facilities for program activities and events.

8. Assists in YMCA fund raising activities and special events.
9. Models relationship-building skills in all interactions. Responds to all member and community inquiries and complaints in timely manner.
10. May assist with Program Committee meetings.
11. Compiles program statistics. Monitors and evaluates the effectiveness of and participation in programs.
12. Performs all other duties as assigned.

LEADERSHIP COMPETENCIES:

- Mission Advancement
- Collaboration
- Operational Effectiveness
- Personal Growth

QUALIFICATIONS:

- Bachelor's degree in related field or equivalent.
- One to two years related experience preferred.
- Must be 21 years of age.
- Completion of YMCA program-specific certifications.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.

WORK ENVIRONMENT & PHYSICAL DEMANDS:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee maybe required to use a computer and be able to communicate using a computer or electronic device.
- The employee frequently is required to sit and reach, and must be able to move around the work environment.
- The employee must occasionally lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust.

- The noise level in the work environment is usually moderate.

The YMCA Welcomes a Diverse Workforce

Equal Opportunity Employer M/F/D/V